

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

IN THE UNITED STATES DISTRICT COURT

IN AND FOR THE NORTHERN DISTRICT OF CALIFORNIA

RENALDO NAVARRO,

Plaintiff,

v. No. 3:19-CV-8157

MENZIES AVIATION, INC.,
doing business as MENZIES
and DOES 1 through 10,
inclusive,

Defendants.

_____/

Zoom Remote Deposition of

ANDREW DODGE

Tuesday, July 28, 2020

CERTIFIED COPY

REPORTED BY: CINDY TUGAW, CSR #4805

NOGARA REPORTING SERVICE
5 Third Street, Suite 415
San Francisco, California 94103
(415) 398-1889

I N D E X

Page Number

EXAMINATION BY MR. URIARTE

4

---o0o---

E X H I B I T S

Plaintiff's

Exhibit 3 Copy of two photographs

26

Exhibit 5 Statement by Andrew Dodge
dated 8-16-18

42

Exhibit 8 Petition from Menzies
fuelers to Menzies
Management

33

Exhibit 10 Statement by Rafael
Vasquez dated 11/18/18

40

---o0o---

1 BE IT REMEMBERED that, pursuant to Notice of
2 Taking Deposition and on Tuesday, the 28th day of July,
3 2020, commencing at the hour of 9:00 o'clock a.m.
4 thereof, via Zoom videoconference, before me, CINDY
5 TUGAW, a Certified Shorthand Reporter in the State of
6 California, personally appeared,

7 ANDREW DODGE,

8 Called as a witness by the Plaintiff, having been by me
9 first duly sworn, was examined and testified as
10 hereinafter set forth.

11 ---o0o---

12 APPEARANCES OF COUNSEL

13 For the Plaintiff
LIBERATION LAW GROUP, P.C.
14 2760 Mission Street
San Francisco, California 94110
15 BY: ARLO GARCIA URIARTE, Attorney at Law
(415) 695-1000
16

17 For the Defendants
FOLEY & LARDNER, LLP
18 555 California Street, Suite 1700
San Francisco, California 94104
19 BY: JASON Y. WU, Attorney at Law
(415) 984-9848
20

21 Also Present: David Ho, Zoom Host.

22 ---o0o---

1 Q. Did Mr. Lal ever tell you that he was doing
2 that as part of, you know, investigating these
3 petitions against you?

4 A. No. He one time mentioned that Ray was
5 complaining, so he just wanted to see what I did
6 compared -- you know, compared to other supervisors and
7 how they were doing their schedules.

8 Q. I see. And -- okay. And out of those
9 meetings, was any kind of -- was there any
10 recommendation given to you as to, like, do your job
11 better, or was there any comment or anything like that?

12 A. I don't recall what he said to me at all.

13 Q. Did you have to change the way you were doing
14 things in order to give your breaks better or something
15 like that?

16 A. No. Up until March, I was doing the same way.

17 Q. And you're saying up until March of 2020?

18 A. Yeah, until I got furloughed, yes.

19 Q. Okay. Also in Exhibit 10, it says, "I have
20 spoken to The Menzies Aviation Fueling Director Raul
21 Vargas on three separate occasions regarding Mr. Dodge,
22 who continues to abuse his authority and at times
23 harass Fuelers under his charge."

24 Do you see that?

25 A. Yes, I do see that. Yeah.

1 Q. What do you think -- what's your opinion on
2 that with regard to Rafael Vargas stating that you
3 continue to abuse your authority?

4 Do you know anything about that?

5 A. I mean --

6 MR. WU: Objection. Assumes facts not in
7 evidence.

8 But you can answer.

9 MR. URIARTE: Q. Mr. Dodge?

10 A. Sorry. Okay. I -- I mean, from when I see
11 that, I can tell you that's just not true. I mean,
12 I've never harassed any of my employees or any of that
13 type of circumstance.

14 Q. I see. When you say -- when it says "abuse
15 his authority," like how would you be able to abuse
16 your authority during your shifts?

17 A. Honestly, I don't know how I could abuse my
18 authority to this current day. I'm still a supervisor
19 here --

20 Q. I see.

21 A. -- with the same employees.

22 Q. I'm sorry. What was that?

23 A. I said I'm still a supervisor here with the
24 same employees.

25 Q. Okay. And have any fuelers gotten a complaint

1 against you that you were harassing them?

2 A. No.

3 Q. Have any of the fuelers ever come up to you
4 and said, hey, Andrew, you know, you're doing this
5 wrong, or, you know, complained to you about not giving
6 their breaks, or them working too hard because you're
7 not doing your job? Anything along those lines?

8 A. I've had fuelers just come up to me and try
9 to, like, give suggestions on how they want to -- how
10 they see things -- on how they see things, but, you
11 know -- and then I have to explain to them what's going
12 on, and I'd show them, and they would understand.
13 That's about it.

14 But I've never had -- I've had someone coming
15 up to me asking when they would get their break, and I
16 would explain to them as well, you know, the situation,
17 and they would understand.

18 Q. I see. All right. Can we go back to Exhibit
19 5, please. Okay. I know it's hard to read, but I was
20 going to start with -- well, that first sentence kind
21 of ends with "the company don't need me, that I'm a bad
22 supervisor, and all I do is cause delays."

23 What do you mean by that, "all I do is cause
24 delays"?

25 MR. WU: Objection. Objection. Assumes facts not